

Norhaslini - QA/QC Chemist

Date Joined : 1-Jun-21

Basic salary : MYR 6,460.00

Redundancy informed to her on 4th Dec 2025

A. Current scenario that is being offered

Calculation period up to : 31-Dec-25

Years of Service : 4.59

Dec payroll - calculated till 31st Dec

Severance pay 15068.83

Dec salary (1st to 12th Dec) 2500.65

Notice serve (13th to 31st Dec) 3959.35 Note: Garden leave from 13th to 31st Dec

Pay in lieu (balance notice) 8960.65

AL balance (3.5 days) 869.62

Total **31359.09**

B. Scenario 2 (subject to approval)

Calculation period up to : 31-Dec-25

Years of Service : 4.59

Dec payroll - calculated till 31st Dec

Severance pay 15068.83

Dec salary full 6460.00

Pay in lieu (2 months) 12920.00

AL balance (3.5 days) 869.62

Total **35318.45**

Note : To still grant the garden leave from 13th to 31st Dec

C. This is based on your question if we calculate up to 12th Dec as you don't want to have overlap in employment in case you found a job in Dec

Calculation period up to : 12-Dec-25

Years of Service : 4.53

Dec payroll - if employed till 12th Dec

Severance pay 14897.80

Dec salary (up to 12th Dec) 2500.65

Pay in lieu (2 mths) 12920.00

AL balance (2.5 days) 621.15

Total **30939.6**

Note : Above amount is gross - and will be subject to the statutory deductions and can only be released upon us submitting the amount to IRB portal and getting the release letter from IRB